

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM

C/AF/SS
3B17 Headquarters

EXTENSION

NO

DATE

05 May 1982

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Mr. McMahon
Executive Director
7E12 Headquarters

10 MAY 1982

✓

John -
I know this is a busy and hectic time for you, but if you could spare a few minutes to discuss this with me, I would appreciate it. Thanks,
George

CIA/ISS

8. John asked me to tell you that he prefers not to tinker with CIA/ISS at this time and risk jeopardizing the whole system.

EA/ExDir

CONFIDENTIAL

Executive Registry
82 871/5

04 MAY 1982

MEMORANDUM FOR: Executive Director

FROM: [REDACTED]

25X1

SUBJECT: Mandatory Retirement Age - CIARDS

John -

1. I suggest that the Agency consider changing [REDACTED] to delete the provision that requires CIARDS mandatory retirement at age 60 for employees below grade of SIS-4. I believe we should eliminate this rank distinction and apply the age 60 to all CIARDS members or, better yet, drop the age 60 as being unrealistic in view of demographic trends, Agency needs, and the elimination of age discrimination elsewhere in the government retirement system.

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2. I recall that the basis for setting age 60 for retirement throughout the Agency was to "keep the service young". Now it applies only to CIARDS, which seems somewhat anachronistic. How do we keep the service "young" vis-a-vis grade discrimination if we provide for tenure of 5 extra years, which, in principle blocks younger people from moving up in executive grades?

3. There are Agency employees with talent, good mental and physical health, and the desire to work beyond 60. Why not use them and take advantage of their skills? Admittedly, people under CIARDS would not gain much in their annuity by working longer since at present it is limited to 70% of the high-three-year salary.

4. The regulation allows for a five year waiver by the DCI in the "public interest", but do we need such a mechanism? My own recommendation is for a common retirement age for CIARDS regardless of grade. However, recognizing that CIARDS retirement can in some instances be better from a percentage basis than Civil Service Retirement when applied to the high-three salary, I would suggest establishing 65 as the required retirement age for all those under CIARDS.

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